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AGREEMENT

BETWEEN:

FORT LEE BOARD OF EDUCATION, FORT LEE,  
NEW JERSEY

AND

FORT LEE COALITION OF TEACHERS

74-76

DATED: SEPTEMBER 2, 1975.

AGREEMENT  
Dated: September 2, 1975

WHEREAS, pursuant to Chapter 303, of the Laws of 1968, as amended, the Fort Lee Board of Education and the Fort Lee Coalition of Teachers have heretofore entered into an Agreement dated September 9, 1974, covering terms and conditions of employment for the period September 1, 1974 through June 30, 1976, and

WHEREAS, said Agreement, dated September 9, 1974, provided in Article XXVII that either party should have the right to reopen the Agreement for negotiations on salary schedules A, B and C for the 1975-76 school year, and

WHEREAS, the parties met and conferred regarding salary schedules for the 1975-76 school year, and

WHEREAS as a result of said meetings the negotiating teams representing the respective parties did enter into a Memorandum of Understanding dated June 10, 1975, which Memorandum of Understanding was subsequently ratified by the parties hereto, and

WHEREAS, pursuant to said Memorandum of Understanding the parties have met and conferred regarding the salary schedules for the 1975-76 school year and have mutually prepared the salary schedules as herein set forth.

NOW, THEREFORE, IT IS AGREED between the Fort Lee Board of Education and the Fort Lee Coalition of Teachers as follows:

1. Salaries for the 1975-76 school year for those employees in the categories listed under Article I, paragraph A of the Agreement dated September 9, 1974, shall be fixed and determined pursuant to the terms of the salary guide set forth in exhibit C-1, schedule A, which is attached hereto and made part hereof. Exhibits D, E and F of schedule A of the Agreement dated September 9, 1974 shall remain the same for the 1975-76 school year.

2. The Bonus Guide for Co-curricular activities for the 1975-76 school year, shall be fixed and determined pursuant to the terms of schedule B.B., which is attached hereto and made part hereof.

3. The parties agree to have a subcommittee consisting of representa-

atives of each negotiating team meet as soon as possible, but in no event more than thirty (30) days from the date of this Agreement, for purposes of negotiating adjustments to the Bonus Guide for Interscholastic Athletic Personnel of the Fort Lee Public School System, Schedule C., of the Agreement dated September 9, 1974. Pending an agreement on adjustments to the said schedule C., personnel employed as athletic coaches shall be compensated on the basis of the existing salary guide for such coaching assignments.

4. All the other provisions, terms and conditions of the Agreement dated September 9, 1974, between the parties hereto for the period September 1, 1974 through June 30, 1976, shall remain in full force and effect.

FORT LEE COALITION OF  
TEACHERS

BY: Joseph Cella  
Joseph Cella, President

Attest:

Juanita Adams  
Juanita Adams, Secretary

Dated: September 2, 1975.

This is to certify that the undersigned have been duly authorized by the Fort Lee Coalition of Teachers to execute the above Agreement on behalf of the Fort Lee Coalition of Teachers, and in accordance and in compliance with the internal procedures and by-laws of the Fort Lee Coalition of Teachers.

Dated: September 2, 1975.

Joseph Cella  
Joseph Cella, President

Juanita Adams  
Juanita Adams, Secretary

## SCHEDULE A

## EXHIBIT C1

## FORT LEE TEACHERS SCHEDULE FOR 9/1/75

Effective 9/1/75 for personnel employed under a 10-month contract, or 7/1/75 under a 12-month contract

PROPOSED TEACHERS SALARY GUIDE FOR 1975-1976 AS DEVELOPED BY THE NEGOTIATING COMMITTEE OF THE FORT LEE TEACHERS ASSOCIATION, AND APPROVED BY THE BOARD OF EDUCATION, FED. TUE. DEC. 10, 1974. THIS GUIDE HAS BEEN APPROVED BY THE FORT LEE BOARD OF EDUCATION, FED. TUE. DEC. 10, 1974.

Yrs. of Cred. Exp.	1	2	2A	3	3A	4	4A
0		\$10,227		\$10,727		\$11,227	
1	\$350	10,577	\$350	11,077	11,577	\$11,227	\$11,850
2		10,927		11,427	11,927	12,277	\$12,250
3		11,277		11,777	12,277	12,500	\$12,600
4	\$400	11,677	\$400	12,177	12,677	\$450	\$13,000
5		12,077		12,577	13,077	\$500	13,450
6	\$450	12,527	\$450	13,027	13,527		13,850
7		12,977		13,477	13,977	14,450	14,250
8		13,427		13,927	14,427	14,950	14,750
9	\$470	13,897	\$470	14,397	14,897	\$570	15,520
10	\$500	14,397	\$500	14,897	15,397	\$600	15,920
11		14,897		15,397	15,897	16,120	16,320
12	\$600	15,497	\$600	15,997	15,997	16,720	16,920
13		16,097		16,597	16,597	\$750	17,120
14		16,697		17,497	17,497	17,470	17,520
15	\$650	17,347	\$750	18,247	18,747	18,970	18,270
20 <sup>a</sup>	\$723	18,070	\$723	18,970	19,470	\$900	18,020
25 <sup>b</sup>	\$1000	19,070	\$1000	19,970	20,470	\$1000	21,420
						21,620	22,020
							22,420
							22,420

\* Inclusive of 10 years of Fort Lee service.

<sup>b</sup> Inclusive of 15 years of Fort Lee service.

August 12, 1975

EXHIBIT C1 - PAGE 2

~~BY A DA~~

DEFINITION OF TEACHERS' SALARY GUIDE CLASSES

CLASS I

B.A. or less

CLASS II

B.A. plus 30 points (program not defined), or  
M.A. (program not defined) ---

with approval of courses by the Superintendent of  
Schools

CLASS IIA

B.A. plus 30 points (Major program in subject field), or  
M.A. (major program in subject field) ---  
with approval of courses by the Superintendent of  
Schools

CLASS III

M.A. (program not defined) plus 30 points (program not  
defined) ---  
with approval of courses by the Superintendent of  
Schools

CLASS IIIA M.A. (major program in subject field) plus 30 points  
(program not defined) ---  
with approval of courses by the Superintendent of  
Schools

CLASS IV M.A. (program not defined) plus 60 points (program not  
defined) ---  
with approval of courses by the Superintendent of  
Schools

CLASS IVA M.A. (major program in subject field) plus 60 points  
(program not defined) ---  
with approval of courses by the Superintendent of  
Schools

EXPLANATION:

Subject field will include the following areas relating to  
the field (or one of the fields) for which the teacher is  
assigned as of the date this determination for the teacher  
shall become initially effective, except that as a result of  
the adoption of this guide no teacher shall be placed in a  
lower salary guide class than said teacher currently possessed  
in the Fort Lee Public Schools at the time of said adoption:

Subject matter  
Curriculum  
Teaching.

~~Adopted: 4/2/67~~

~~9/1/67~~

~~Effective Date: 7/1/67~~

1975-76  
SCHEDULE B

**CO-CURRICULAR ACTIVITIES BONUS GUIDE**

**CLASS A ACTIVITIES - \$237.00**

Freshman Class Advisor  
Sophomore Class Advisor  
Hi-Y Club  
Tri-Y Club  
Voice (Literary)  
Voice (Art & Layout)  
Pioneer (Art & Layout)  
Pioneer Business Advisor

**CLASS B ACTIVITIES - \$355.00**

Math League  
Junior Class Advisors  
Baton Twirlers  
Color Guard  
Fort-Leader  
Pioneer  
Technical Advisor - School  
Vocal Music Accompanist  
Student Council Advisor, Intermediate School  
General Organization Treasurer, Intermediate School  
Sponsor of the Photography Club, Intermediate School

**CLASS B1 ACTIVITY - \$533.00**

Senior Class Advisor

**CLASS C ACTIVITIES - \$710.00**

Drama Director  
Chorus Director  
Cheer Co-Advisors: 2 at \$355.00 each  
Band Director